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April 11, 2023

Dear Members;

## **Re: Transfer Car Units to Respond to Pre-hospital Events/ Scope of Practise/ Pay Rates**

In December 2022, BCEHS and CUPE 873 announced ([HERE](#)) that additional funding would convert 37 temporary surge resources into the following permanent resources: 190 net new positions- 75 Primary Care Paramedic (PCP) positions and 115 Emergency Medical Responder (EMR) Transfer Ambulance units.

On April 6, 2023, the employer unilaterally amended the BCEHS Dedicated Provincial Transfer Fleet Deployment Plan to allow for dispatch of transfer cars to Purple pre-hospital events in units marked “Emergency Paramedic” with employer provided PCP-IV level equipment; and with standing direction to employees to provide care to their license level, all while continuing to pay EMR wage rates. As you may be aware, the EMALB compels licensees to practice to their license with the equipment they are licensed to use.

Additionally, as of 0500 April 7, 2023, all dispatch center (staff) were directed by the employer to dispatch “transfer ambulances” to pre-hospital events. In fact, we can also confirm “transfer ambulances” are now dispatched routinely and daily to pre-hospital events.

The cliché “If it walks like a duck, quacks like a duck, then it’s a duck”.

It is the position of the Union that employees should receive remuneration that is consistent with the license level at which they are required to practice during their shift. A paramedic with a PCP-IV license, who works on a unit with PCP-IV equipment, and who is required to provide PCP-IV level of care should be compensated at the applicable PCP-IV rate of pay – not at the EMR rate of pay regardless of whether it is a regular or overtime shift.

There is also misinformation as to what operator new transfer units are attached to. To clarify, it is the Union’s position that all transfer units are attached to the station or post they are assigned to (i.e., 329 Lima is attached to Penticton station 329).

It is the Union’s position that the new model of transfer car deployment is in breach of the Collective Agreement and is inconsistent with the parties’ discussions on implementation, and longstanding deployment of these units. The employer’s unilateral actions are an attempt to undervalue monetarily the care that our members are expected to provide while assigned to transfer units. Rest assured, the Union will not stand by while the employer violates both the spirit and intent of the conversion of these resources by attempting to subsidize the pre-hospital emergency fleet with the lower rates of pay of the transfer fleet.

The Union’s grave concerns that DTA members are being put at risk of injury also appear to be falling on deaf ears. A recent employer communication suggests that if a crew member has approved Duty to Accommodate restrictions, they must advise the PTCC EMD at the start of the shift. To be explicitly clear, members are **not** required to release **any** medical information or any information regarding their accommodation to the employer in such a fashion.

The employer's demoralizing actions are very disappointing and unfortunately demonstrate once again the lengths to which the employer will go to try and circumvent compensating you fairly for the work they expect you to do.

The Union will not accept anything less than our members getting paid the appropriate rate of pay under the Collective Agreement for every hour of work. In addition to asking the employer to disclose the following information, I am also requesting that all "Transfer Unit" members email the following information to [transferfleet@apbc.ca](mailto:transferfleet@apbc.ca):

- The number of pre-hospital calls being assigned per block with their station and unit. (Please do not include call details or any confidential patient information).
- A full side view picture of the ambulance unit assigned to you as the transfer unit.
- You may wish to consider submitting a NERFP form for every shift you treat or assess a patient using your PCP scope of practice, be it a pre-hospital or transfer call and forward a copy to the union with a subject line of Transfer Car Pay.
- If your pay is denied, you may wish to file a grievance fact sheet on the matter.

Please reach out with any further questions or concerns.

Sincerely,



Jason Jackson  
Provincial Vice President  
Ambulance Paramedics of BC  
CUPE Local 873

JJ/sd/MoveUp

